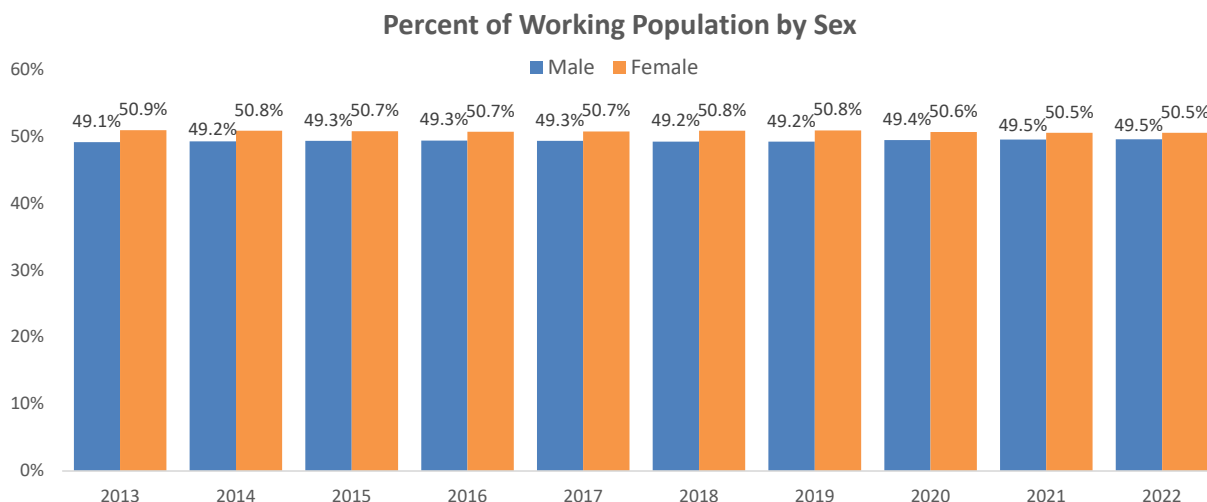


# Women in Missouri's Workforce



March 2024

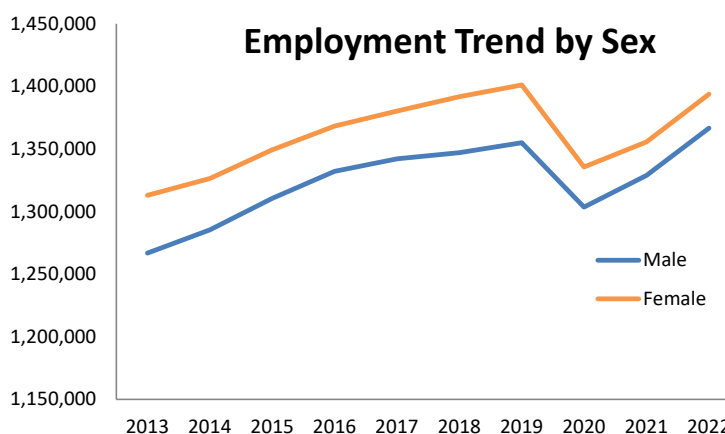
There were more than 1.39 million women in Missouri's workforce (in both private- and public-owned establishments) in 2022, making up 50.5 percent of total Missouri employment. The percentage of women in the workforce has remained steady over the last 10 years.



Source: Quarterly Workforce Indicators, U.S. Census Bureau

The COVID-19 pandemic affected women's employment more than men's employment. From 2019 to 2020, men's employment decreased 3.8 percent, while women's employment decreased 4.7 percent.

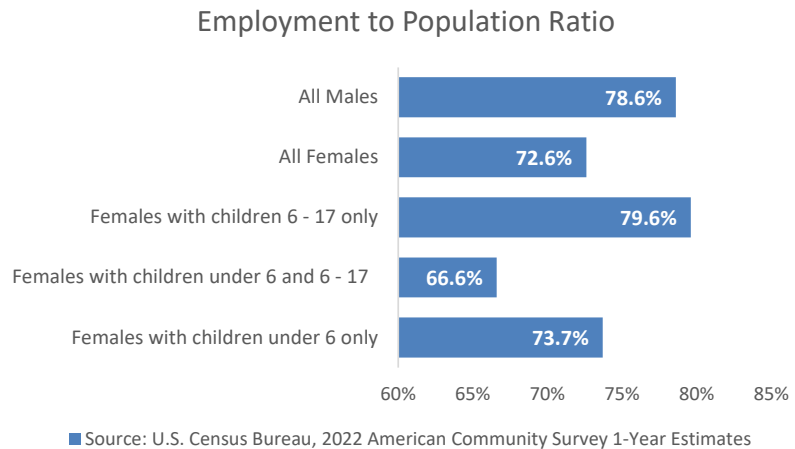
Employment recovery from the COVID-19 pandemic has been slightly higher in men than women. From 2020 to 2022, men's employment increased by 4.8 percent compared to 4.5 percent for women.



## Women's Employment

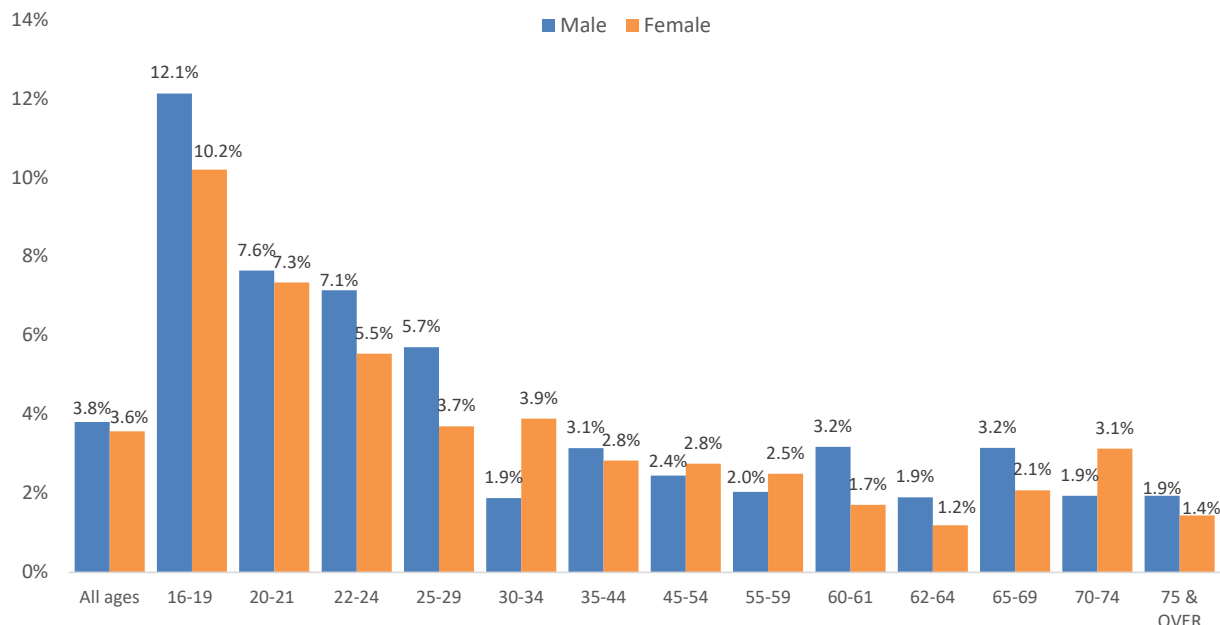
The employment to population ratio measures the number of people employed against the total working-age population. For the Missouri population aged 20-64 in 2022, women averaged a lower employment to population ratio than men.

Of the female population in this age group, nearly 606,000, or 34 percent, have children under 18. This female population group (aged 20-64 with minor children both under and over six years of age) had the lowest employment to population ratio at 66.6 percent.



Unemployment rates for men and women vary with age. The largest difference in unemployment rates was in the 25-34 age group. The unemployment rate for the 25-29 age group was two percentage points higher in men, while for the 30-34 age group, the unemployment rate for women was two percentage points higher than for men. The overall unemployment rate for all age groups was 3.8 percent for men and 3.6 percent for women.\*

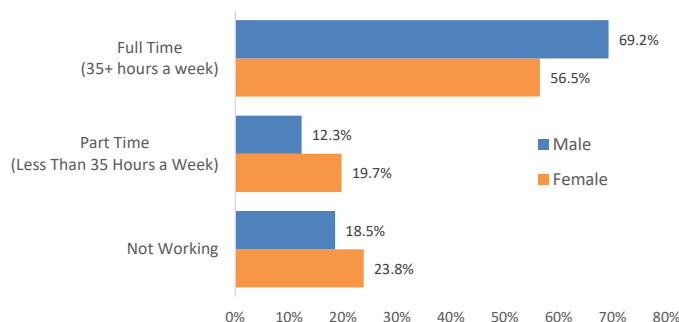
### Unemployment Rates by Age and Sex



Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates

Women in Missouri are more likely to work part time when compared to men. Sixty-nine percent of working-age men (16-64 years) work full time, while 56.5 percent of working-age women work full time. Conversely, 19.7 percent of women work part time compared to 12.3 percent of men. Women were also more likely than men to not be working.

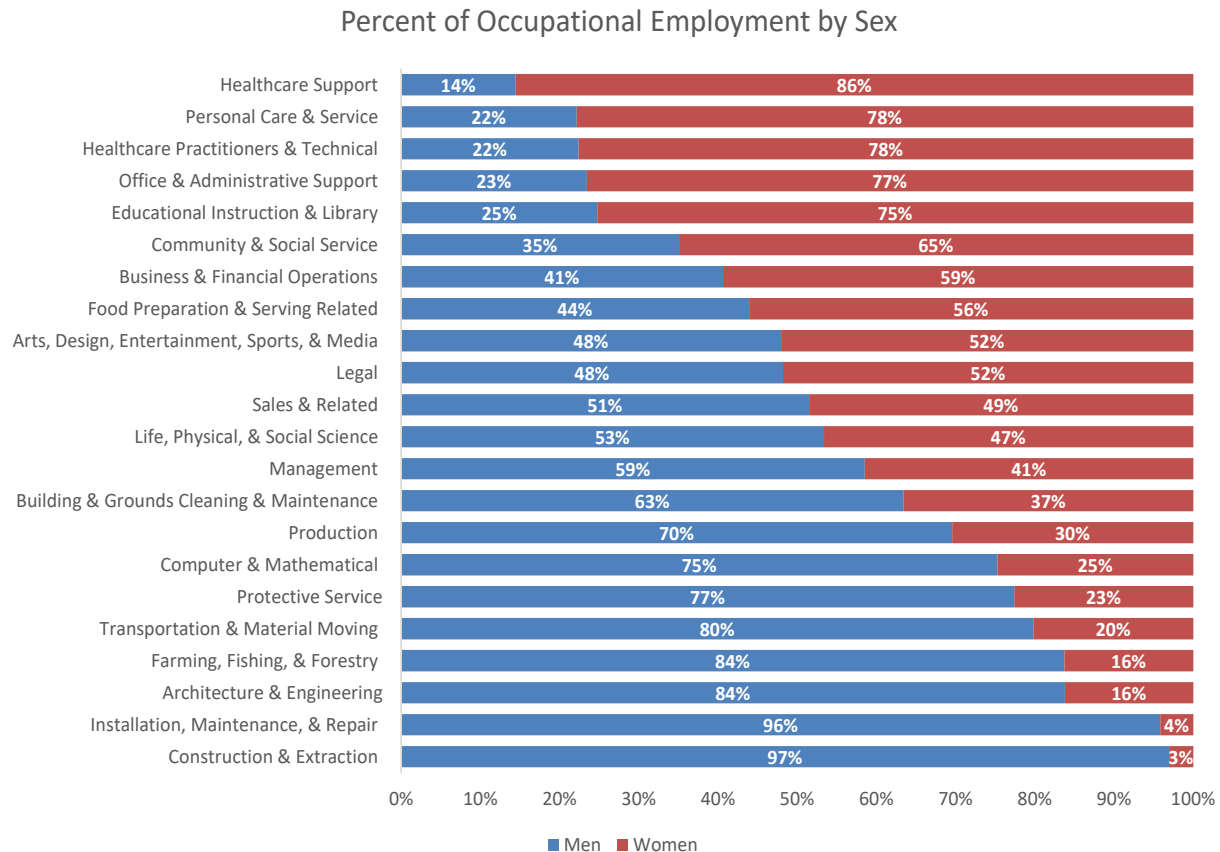
### Work Status of the Population Age 16 - 64



Source: U.S. Census Bureau, 2022 American Community Survey 1-year Estimates

## Occupational Employment

Women's share of employment varies by occupation. Across the state, *Healthcare Support* occupations have the largest female representation at 86 percent. Occupation groups with the lowest female representation were *Construction and Extraction* (3%) and *Installation, Maintenance, and Repair* (4%).

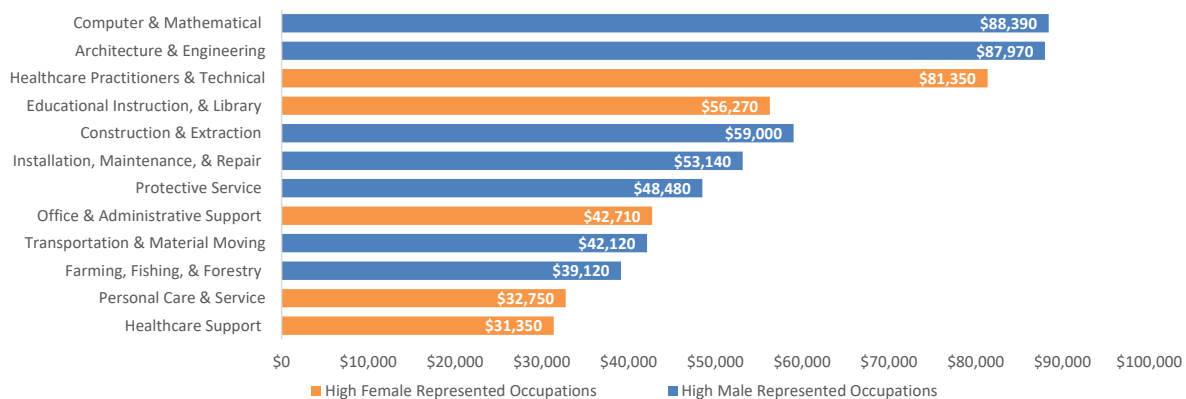


Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates

## Average Salaries

High female-represented occupations are those with female employment making up 75 percent or more of total employment, while high male-represented occupations are those with female employment totaling less than 25 percent of total employment. The average wage for all occupations in Missouri was \$54,520 in 2022. *Computer and Mathematical* is the male-represented occupation group with the highest average salary at \$88,390. *Healthcare Practitioners and Technical* is the female-represented occupation group with the highest average wages at \$81,350.

Average Salaries for All Workers in High Female and High Male Represented Occupations



Source: 2022 OEWS, Bureau of Labor Statistics

On average, women earn less than men at every level of educational attainment. Even at the less than high school level, men make 55 percent more than women on average. Men with a bachelor's degree earn over \$18,000 annually more than women with a bachelor's degree.

Median Earnings for the Population Aged 25 and Over With Earnings by Sex		
Education Level	Earnings	
	Male	Female
Less than High School Graduate	\$33,801	\$21,745
High School Graduate (inc.equivalency)	\$41,778	\$28,651
Some College or Associate's Degree	\$51,198	\$35,537
Bachelor's Degree	\$67,624	\$49,601
Graduate or Professional Degree	\$88,118	\$62,286

Source: U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates

Although some of the earnings difference between women and men may be attributed to women working part time at a higher rate, even when comparing only full-time workers, women earn less than men on average. Median earnings for full-time, year-round workers are 27 percent higher for men (\$56,844) than women (\$44,882).

**\*Note:** The Census-based labor force estimates may differ from the official labor force data released by the Bureau of Labor Statistics (BLS) because of differences in methodology, design, and data collection.

The economic characteristics data from the Census are based on a systematic sample of approximately 17 percent of the Census households (i.e., every second, fourth, sixth, or eighth housing unit, depending on the population of the area). The questions on the long form address economic characteristics issues, including labor force. The official labor force data from BLS are

developed by the Local Area Unemployment Statistics (LAUS) program using the Current Population Survey (CPS).

The Current Population Survey (CPS) has been the source of the official estimates of unemployment for the nation for more than half a century. The CPS is the sole and official source of the monthly statistics on unemployment for the nation. It is the main input to the estimating models that produce the official monthly labor force estimates for all states, the District of Columbia, New York City, and the Los Angeles-Long Beach-Glendale metropolitan division. Through the LAUS methodology, the CPS also affects estimates for nearly 7,200 substate areas.

All data from the CPS are gathered by interviewers through personal visits and telephone interviews. For the most part, decennial Census data are self-reported. The CPS currently uses 13 specific, detailed questions to determine one's employment status. In the Census, there are six questions. The enhanced specificity in the CPS is designed to avoid misclassifications. The CPS questions for determining current employment status relate to a specific reference week, the week including the 12th of the month (or, in the case of job search, the 4 weeks preceding the survey week). The Census questions relate to the calendar week preceding the date that the questionnaires were completed (in the case of job search, the 4 weeks preceding the date of reporting).

The Census does not produce monthly estimates because it has been optimized instead to produce estimates for smaller geographic areas and different demographic groups. The large sample size from the Census enables them to produce estimates for demographic groups that is not possible with LAUS estimates. The Census and BLS are complementary rather than competing sources of employment and unemployment data.

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